



Administrative Progress Report (APR) July 2005

To: POST Commissioners and Advisory Committee

From: KENNETH J. O'BRIEN
Executive Director

The APR is a monthly status report intended to inform POST Commissioners and law enforcement officials of recent progress on projects and instructional programs currently under development at POST.

NEW SHERMAN BLOCK SUPERVISORY LEADERSHIP INSTITUTE CLASSES TO BEGIN

New Sherman Block Supervisory Leadership Institute (SBSLI) classes will begin in August. This year POST accepted 559 applications for the program which is designed to stimulate personal growth, leadership, and ethical decision-making for law enforcement supervisors.

The 192-hour curriculum takes students through an analysis of management (planning, organizing, directing, etc.) and leadership (inspiring, challenging, developing, etc.) and how each discipline complements the other. The course progresses from self-evaluation, to interpersonal evaluation, to organizational relationships.

To be considered for SBSLI enrollment, each applicant must meet the following criteria:

- Volunteers or requests to attend;
- Agrees to remain employed in law enforcement for five years after SBSLI;
- Currently serves as a full-time, first-level supervisory peace officer (generally the position of Sergeant);
- Has completed two years of full-time experience supervising peace officer employees; and
- Has completed the POST Supervisory Course **or** possesses a POST Supervisory Certificate.

POST accepts applications for the SBSLI during an open enrollment period each spring. Pertinent SBSLI information is located at <http://www.post.ca.gov/training/sbsli/default.asp> on the POST website.

Questions about the SBSLI may be directed to Office Technician Toni Little, Center for Leadership Development and Homeland Security, at (916) 227-2821 or by email at Toni.Little@post.ca.gov, or to Senior Consultant Kate Singer, Center for Leadership Development and Homeland Security, at (916) 227-2824 or by email at Kate.Singer@post.ca.gov.

POST DEVELOPS NEW TERRORISM TRAINING TELECOURSES

The California POST Television Network (CPTN) recently completed production of two new training videos dealing with terrorism-related issues: *Terrorism Intelligence Update* and *Terrorism: Suicide Bombers*.

The *Terrorism Intelligence Update* telecourse provides information on the California intelligence-gathering process and how terrorism intelligence is received, processed, and submitted to local, state, and federal systems. This telecourse was delivered to the field in July.

The *Terrorism: Suicide Bombers* telecourse was produced in cooperation with the Arizona POST and the New Mexico Technical Center. It provides information on terrorist use of bombs and other potential explosive devices. This telecourse will be released in August.

On July 6-8, 2005, a group of subject matters experts from the U.S. Attorney's Office, the California Attorney General's Office, and other legal experts began development work on the *Legal Aspects of Terrorism* telecourse. This telecourse is designed to provide information on federal and state statutes related to terrorism and will include information on recent revisions to the federal Patriot Act. It is anticipated that this telecourse will be completed and released in December 2005.

Questions regarding these telecourses may be directed to Senior Consultant Jody Buna, Training Program Services Bureau, at (916) 227-4896 or by email at Jody.Buna@post.ca.gov.

FORCE OPTION SIMULATOR DEMONSTRATED FOR COMMISSIONERS AND ADVISORY COMMITTEE

At the San Diego Commission meeting in July, a mobile force options simulator was available to the Commissioners and the Advisory Committee to experience force options training. Recently added scenarios include school yard shooting tactics and mentally deranged persons. Available options include verbal commands, firearms, Taser, PepperBall and bean-bag. Several of the Commissioners and Advisory committee members experienced the latest technology being offered as part of the Regional Skills Training Centers perishable skills training. They were very complimentary of the experience and were impressed with the ease of use.

Greg Block, the owner/operator of Self-Defense Firearms Training, volunteered his time and mobile simulator for the demonstration. He was assisted by Special Consultant Ollie Sansen who coordinates the 29 Regional Skills Training Centers and all simulator training.

Commissioners and Advisory Committee members will have an opportunity to experience a Mobile Driving Simulator at the October Commission meeting in Santa Rosa.

Questions about the Force Options Simulator may be directed to Special Consultant Ollie Sansen, Training Program Services Bureau, at (916) 227-4895 or by email at Ollie.Sansen@post.ca.gov.

PUBLIC SAFETY DISPATCHER TERRORISM AWARENESS COURSE NEAR COMPLETION

SB 1350 (McPherson) added Penal Code 13519.12 which required POST to develop courses on terrorism awareness for law enforcement personnel. In March 2005, POST staff began curriculum development on the eight-hour Public Safety Dispatcher Terrorism Awareness Course and a companion 24-hour train-the-trainer course. These two courses are designed to mirror the *Law Enforcement Response to Terrorism (LERT)* courses that were developed for sworn personnel.

On July 5-6, 2005, a group of subject matter experts met in Anaheim to work on both course curricula. The committee members will continue to refine and finalize the course materials in an effort to standardize public safety dispatcher terrorism awareness training to meet all federal and state requirements.

The committee will meet again in August 2005 to complete the 24-hour train-the-trainer course curriculum. It is anticipated that the course will be pilot-tested in September 2005. When the pilot presentation is complete, the curriculum will be finalized and the course will be certified to presenters. A number of instructor training courses will be scheduled during fiscal year 2005/06 to train a cadre of instructors to deliver the eight-hour awareness course statewide.

Questions about the Public Safety Dispatcher Terrorism Awareness Course may be directed to Bureau Chief Ken Whitman, Center for Leadership Development and Homeland Security Bureau, at (916) 227-5561 or by email at Ken.Whitman@post.ca.gov.

SECOND PILOT OF THE ICI ADVANCED HOMICIDE INVESTIGATION COURSE PRESENTED

The second pilot of the Robert Presley Institute of Criminal Investigation (ICI) Advanced Homicide Investigation Course was conducted July 25-29, 2005. The course continues to significantly benefit from the feedback of the experienced homicide investigator-students and course facilitators in attendance. It is anticipated that the course will be fully refined after the next pilot session which is scheduled for late October.

This course has raised the bar for realism in training and has proved to be the most complex of all the ICI courses. Its presentation requires precision in scenario development and extensive inter-agency coordination.

Extensive coordination was required between the Sacramento County Coroner's Office and the University of California, Davis, in cadaver preparation, and the Yolo County Sheriff's Department which provides the grounds upon which the scenarios unfold. California State University, Sacramento is the course presenter.

Questions about the Advanced Homicide Investigation Course may be directed to Senior Consultant Mike Hooper, Training Program Services Bureau, at (916) 227-3912 or by email at Mike.Hooper@post.ca.gov.

BUTTE COLLEGE OPENS LEVEL I RESERVE TRAINING IN NORTHERN CALIFORNIA

Butte Community College, in cooperation with Shasta Community College, has started the first ever Level I modular training program in Northern California. For several years the reserve programs in the northern counties have faced the difficulty of recruiting because applicants interested in Level I reserve positions had to travel out of the area to attend Level I training.

Recognizing that many young people with full-time jobs and family responsibilities could not afford to make this sacrifice, the North State Public Safety Training Consortium (a consortium of all community colleges in northern California) undertook the project to prepare students for Level I training. This cooperative project started with the College of the Siskiyous, Lassen College, and Shasta College offering Level III training and then Level II training. This allowed students to be appropriately ready for the Level I course now underway.

To help the students maintain their weekday jobs, the Level I course, which started in July, is offered on weekends for 22 weeks. Graduation is scheduled for Sunday, December 11, 2005. The students will study 22 separate Learning Domains and participate in 356 hours of instruction. Level I Reserve training is the equivalent of graduating from the POST Regular Basic Course.

Questions about reserve training may be directed to POST Region II Senior Law Enforcement Consultant Dave Spisak, Training Delivery and Compliance Services Bureau, at (916) 227-4870 or by email at Dave.Spisak@post.ca.gov.

ICI BLENDED LEARNING FEASIBILITY STUDY COMPLETED

A study of the feasibility of presenting the Robert Presley Institute of Criminal Investigation (ICI) Core Course via blended learning was recently concluded. The study was conducted by a team of instructional design researchers from San Diego State University and was designed to capture information from an array of stakeholders, including investigators, supervisors, course administrators, and subject matter experts. In addition, current research, best practices, and discussion with training administrators in other states were utilized in the study.

The researchers' recommended approach, based upon the investigators' learning context, the nature of their work, and their organizational culture, is a classroom-anchored application of blended learning. The proposed Anchor Model enables instructors and students to utilize technology while promoting independence for detectives. The Anchor Model begins with a classroom experience that introduces core competencies and orients the students to the subsequent electronic and classroom-based learning opportunities. An instrumental part of the proposed blend is a series of skill-based assignments that are completed within the context of investigators' actual cases.

Key findings from interviews of investigators included: 1) access to technology exists to a significant degree, 2) creation of an on-line "community" will enable investigators to connect "right now" with people with expertise and experience in similar situations, 3) a searchable electronic database is needed, 4) finding time to complete learning activities in the workplace would be difficult in the current operational environment, and 5) blended approach's electronic assets facilitate consistency in information content.

In addition, the study revealed the need for an updated job task analysis of the investigator position. The environment has changed substantially since the job task analysis was conducted more than a decade ago.

A report summarizing the feasibility study and recommended next steps is being prepared for the October POST Commission meeting.

Questions regarding the blended learning feasibility study, or the ICI Program generally, may be directed to Senior Consultant Mike Hooper, Training Program Services Bureau, at (916) 227-3912 or by email at Mike.Hooper@post.ca.gov.

BASIC COURSE SKILLS TESTING COMPETENCIES WORKSHOP

Subject matter experts representing Basic Course skills learning domains - Scenarios, Vehicle Operations, Arrest Methods/Defensive Tactics, and Firearms - met during July to identify common competencies that can be assessed in these skills areas. This approach parallels the development of competency-based training in the Regular Basic Course curriculum. The skills experts identified common competencies and began development of prototype evaluation forms for each of the skills domains. By using common competencies across all skills testing, a more complete assessment of readiness to enter a field training program will be available for each candidate. The development of standardized skills tests for the Basic Course is a requirement of POST Strategic Plan Objective A.4.

Questions about the Basic Course Skills Testing workshop may be directed to Senior Personnel Selection Consultant Michael Catlin, Standards and Evaluation Services Bureau, at (916) 227-2570 or by email at Michael.Catlin@post.ca.gov.

TRAINING ACADEMIES MERGE

The Sacramento County Sheriff's Department and the Sacramento Police Department have merged academies to become the Sacramento Law Enforcement Training Center. The Training Center plans to offer four Intensive Format Basic Courses and two Extended Format Basic Courses in fiscal year 2005/06. Future plans include offering the Modular Format for Reserve Levels III, II and I.

Sergeant Rick Anglemoyer, from the Sacramento County Sheriff's Department, and Sergeant Mike Lommeri, from the Sacramento Police Department, will oversee the operation of the Training Center.

The Training Center presents the Regular Basic Course to outside law enforcement agencies as well as to Sacramento Police and Sheriff's trainees. The first class is scheduled for October 10, 2005.

Questions about the merging of the training academies may be directed to Senior Consultant Jan Bullard, Training Delivery and Compliance Services Bureau, at (916) 227-0471 or by email at Janice.Bullard@post.ca.gov.

POST TO PILOT TEST NATIONAL INCIDENT MANAGEMENT SYSTEM (NIMS)/ STANDARDIZED EMERGENCY MANAGEMENT SYSTEM (SEMS) INSTRUCTOR COURSE

At the July 2005 meeting, the Commission approved a request to pilot test the National Incident Management System (NIMS)/Standardized Emergency Management System (SEMS) Instructor Course for Public Safety Personnel. POST has been working closely with the Governor's Office of Emergency Services (OES) and American Homeland Solutions (AHS) to modify and enhance the 24-hour instructor course that has been POST-certified and presented statewide since 1996.

The first pilot will be held at the Santa Ana Police Department Training Facility in August 2005. This pilot presentation will be limited to 30 students and is being hosted by the Santa Ana Police Department and the area Urban Area Security Initiative (UASI) group. The second pilot will be held in the Sacramento area in September 2005 at a site to be selected and will also be limited to 30 students.

At the conclusion of the pilot presentations the 60 instructors will be prepared to present an eight-hour NIMS/SEMS Basic Course for Public Safety Personnel. Both the basic course and the 24-hour instructor course have been submitted to the federal Office for State and Local Government Coordination and Preparedness (SLGCP) for approval.

Both of these courses meet or exceed current state and federal standards for NIMS compliance and maintain the integrity of California's SEMS system which has been in use since 1996.

POST is continuing to work with OES as a member of the Technical Group for Training and Exercises to develop a statewide NIMS implementation strategy and standardized training as directed by Governor Schwarzenegger. OES will provide guidance to the 58 Operational Areas when the implementation plan and recommendations are completed.

The Commission supported the initial training strategy which directed that NIMS/SEMS training begin as quickly as possible in order to meet the federal deadline of October 2006 for full compliance. It is estimated that approximately 50,000 sworn and non-sworn law enforcement personnel will need to be trained statewide to meet federal compliance.

Questions about the NIMS/SEMS program may be directed to Bureau Chief Ken Whitman, Center for Leadership Development and Homeland Security, at (916) 227-5561 or by email at Ken.Whitman@post.ca.gov.

LUNCHEON HELD FOR BUD HAWKINS

On July 13, 2005, the POST Management Team and staff hosted an appreciation luncheon for O.J. "Bud" Hawkins, Law Enforcement Liaison to Attorney General Bill Lockyer.

Among his many duties, Mr. Hawkins has represented Attorney General Lockyer on the POST Commission for the past six years, and was former Attorney General Dan Lungren's representative to the Commission for four years.

Mr. Hawkins was presented with a resolution from the Commission honoring his 60+ year career in law enforcement and his significant contributions to POST in his ten years of service. The luncheon was attended by numerous POST employees as well as two longtime friends of Mr. Hawkins – Sheriff Lou Blanas, Sacramento County Sheriff’s Department, and Gene Muelheisen, POST’s first Executive Director.

Mr. Hawkins celebrated his 90th Birthday on June 29, 2005. He is in good spirits and though he is recovering from a recent heart attack, he took a few good-natured “swipes” at several of his friends in the room. Though no longer serving as the Attorney General’s representative on the Commission, Mr. Hawkins continues in his capacity as the chairman of the Attorney General’s CLETS Users Group Committee and as the liaison to the California State Sheriff’s Association.

Questions about the luncheon for Bud Hawkins may be directed to Assistant Executive Director Dick Reed, Executive Office, at (916) 227-2809 or by email at Dick.Reed@post.ca.gov.

CD-ROM RECEIVES POSITIVE REVIEWS

In fiscal year 2004/05, 1,766 people completed the CD-ROM version of *Communication: Keeping Your Edge*. This high level of use has been accompanied by several positive comments on the course quality. Most notably, it deals with de-escalating and communicating with people using interesting scenarios.

Communication: Keeping Your Edge satisfies the perishable skills mandate for communications training in either tactical or interpersonal communications. In addition, students receive two hours of CPT credit for completing the course. The communications course has been converted for delivery via the Internet and will be available on the POST Learning Portal.

Questions about the *Communication: Keeping Your Edge* CD-ROM may be directed to Supervisor Graham Breck, Learning Technology and Resources Center, at (916) 227-4550 or by email at Graham.Breck@post.ca.gov.

SUPERVISORY COURSE FACILITATOR TRAINING COMPLETED

In July, 26 new facilitators completed training for the POST Basic Supervisory Course. POST Regulation 1070 requires that each facilitator complete the Supervisory Course Facilitator Training (SCFT) Workshop prior to facilitating the course. The facilitators represented nine certified presenters of the course, including the California Highway Patrol, the Los Angeles Police Department, the Orange County Sheriff’s Department, the Riverside County Sheriff’s Department, the Sacramento Regional Training Center, the San Bernardino County Sheriff’s Department, the San Diego Regional Training Center, the Santa Rosa Training Center, and the State Center Regional Training Facility in Fresno.

Another SCFT Workshop will be scheduled for late fall of 2005. POST will also create a refresher course for current facilitators.

Questions about the POST Basic Supervisory Course and SCFT Workshops may be directed to Senior Consultant Kate Singer, Center for Leadership Development and Homeland Security, at (916) 227-2824 or by email at Kate.Singer@post.ca.gov.

POST HOSTS VISITOR FROM THE HONG KONG POLICE FORCE

On July 1, 2005, POST staff met with Senior Inspector Ken Man Pun Yeung of the Hong Kong Police Force (HKPF). Senior Inspector Yeung represents the Operations Wing of the HKPF in the Wanchai section of Hong Kong and was in the United States under the auspices of the U.S. Department of State International Visitor Leadership Program. The State Department has been scheduling visits for members of law enforcement from other countries to meet with POST during their visits to selected sites in California. He was accompanied by State Department English Language Officer Stan Zakrzewski who is a retired member of the Philadelphia Police Department.

Inspector Yeung was interested in issues relating to training in areas of public disorder, specialized weapons and tactical operations, and anti-terrorism activities. In addition, he was briefed on a number of law enforcement training best-practices and programs dealing with the new National Incident Management System (NIMS). He also attended briefings with other law enforcement agencies in Florida, Texas, and New Mexico.

Questions about Inspector Yeung's visit may be directed to Bureau Chief Ken Whitman, Center for Leadership Development and Homeland Security, at (916) 227-5561 or by email at Ken.Whitman@post.ca.gov.

MASTER CALENDAR ON THE POST WEBSITE

Due to security concerns, the Master Calendar is located within the Flagship Network on the POST Website. The Flagship Network is an electronic bulletin board for the Commission and sworn law enforcement personnel that is accessed through a user identification and password.

Information about obtaining access is located at http://www.post.ca.gov/library/p_ch/flagship_bb.asp. If you have access to the network but have forgotten your user identification or password, please send an email to Phyl.Barrus@post.ca.gov.

LEGISLATIVE UPDATE

Information regarding bills with a Commission position appears on the following page. The POST Website provides access to legislative information as follows:

Assembly Bills of interest to law enforcement:

- By Assembly Bill Number: <http://www.post.ca.gov/about/legislation/AssemblyBills.pdf>
- By Author Name: <http://www.post.ca.gov/about/legislation/AssemblyAuthors.pdf>

Senate Bills of interest to law enforcement:

- By Senate Bill Number: <http://www.post.ca.gov/about/legislation/SenateBills.pdf>
- By Author Name: <http://www.post.ca.gov/about/legislation/SenateAuthors.pdf>

Bills with a Commission position:

<http://www.post.ca.gov/about/legislation/position.doc>

REPORT DATE: July 31, 2005

STATUS OF LEGISLATION ON WHICH THE COMMISSION HAS TAKEN A POSITION

The following are bills on which the Commission has taken a position. Other bills of interest to law enforcement stakeholders may be viewed on the POST Website at <http://www.post.ca.gov/about/legislation.asp>.

Bill # and Author	Title, Summary and Commission Position	Status of Bill
<u>AB 22</u> (Lieber)	Trafficking in Persons: This bill would add several crimes related to trafficking of persons for forced labor or services and the trafficking of minors. It would provide restitution and damages to victims and would require law enforcement agencies to screen victims and issue-specific documents. <i>Commission Position: Neutral</i> – amended 4-21-05 and no longer applies to POST.	Senate Approps. (7-12-05)
<u>AB 41</u> (Yee)	Human Trafficking: This bill would establish the crime of trafficking persons for forced labor or services and the crime of trafficking of a minor for sexual servitude. It would provide for forfeiture of items used in the commission of trafficking offenses. <i>Commission Position: Neutral</i> – does not apply to POST.	ASM Public Safety (4-28-05)
<u>SB 57</u> (Alarcon)	Fines and Penalties: This bill would increase the authority of county boards of supervisors to levy additional penalty assessments on fines for criminal offenses and other specified offenses to increase funding for uncompensated emergency medical services. It would authorize counties to expend 15% of the funds collected in this manner to be used to fund equipment and reimburse trauma care facilities that provide pediatric trauma care. <i>Commission Position: Oppose</i>	ASM 3rd Reading (7-13-05)
<u>SB 180</u> (Kuehl)	Human Trafficking: This bill would add human trafficking victims to those who would be served by existing hospital-based training centers; establish a special task force to study programs available to victims of trafficking; the need for additional criminal sanctions; and report to the Governor, Legislature, and the Attorney General. In addition, it would require POST to develop training for peace officers on human trafficking enforcement. <i>Commission Position: Neutral</i>	ASM Approps. Suspense (6-22-05)

<u>SB 719</u> (Romero)	<p>Police Pursuits: This bill would require law enforcement agencies to adopt, promulgate, and implement a vehicle pursuit policy that addresses each of the POST Vehicle Pursuit Guidelines. It would require each officer to receive training regarding the agency's policy in order that the agency may have qualified immunity from liability and would require the policy to be reviewed and the training be updated annually. This bill would elevate penalties for persons who flee from officers. Agencies would be required to report pursuits to the California Highway Patrol addressing specified information within a prescribed amount of time. POST would be required to assist agencies in meeting the annual training requirement.</p> <p><i>Commission Position: Neutral (7-21-05)</i></p>	ASM Approps. Suspense (7-7-05)
<u>AB 760</u> (Nava)	<p>Criminal Procedure: Arrest of Caretaker Parent: This bill would require that a caretaker parent be authorized to make three additional phone calls to arrange for child care. Also, it would require POST to develop guidelines and training for state and local peace officers regarding their responsibilities when they arrest a caretaker parent. This bill is similar to AB 1941 (2004).</p> <p><i>Commission Position: Neutral</i></p>	Senate Approps. Suspense (6-21-05)
<u>SB 986</u> (Escutia)	<p>Consumer Credit Reports: Employment Purposes: This bill would substantially curtail the use of consumer credit reports and financial history information for employment purposes, including law enforcement background investigations.</p> <p><i>Commission Position: Oppose unless amended</i></p>	Senate Judiciary 2-year bill (5-03-05)
<u>SB 1015</u> (Romero)	<p>Gutted and Amended – No longer Vehicle Pursuits: This bill would make several changes related to vehicle pursuits (e.g., liability, sentencing, training, policy development and implementation, and driver education). This bill was amended into SB 719.</p> <p><i>Commission Position: Neutral</i> – No longer applies to POST</p> <p>Office of Homeland Security: Establishes the Office of Homeland Security, including authority and duties; provides limited peace officer authority for accessing criminal history and intelligence information.</p>	Sen. Public Safety Hearing cancelled by author (7-12-05)
<u>SB 1237</u> (Leno)	<p>Taser: This bill would require law enforcement agencies to report each deployment of the taser, as specified, to the Department of Justice (DOJ). It would require the DOJ to collect the data and make a report to the Legislature by July 1, 2007.</p> <p><i>Commission Position: Neutral</i> – No longer applies to POST</p>	ASM Inactive File (6-09-05)

<u>AB 1657</u> (Evans)	Child Victims: Child Advocacy Centers: This bill would establish funding for child advocacy centers from the State Penalty Fund and would also increase the percentage of distribution of the State Penalty Fund to the Peace Officers' Training Fund and the Victim-Witness Fund by reducing the percentage distributed to the Driver Training Fund. <i>Commission Position: Neutral</i>	ASM Approps. Suspense (5-25-05)
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